

CONFIDENTIAL

ER 3-1500

O  
PY

O  
P  
Y

25X1

1 August 1952

MEMORANDUM FOR THE DEPUTY DIRECTOR/INTELLIGENCE

SUBJECT: Recruitment of Personnel for the Staff of the Board  
of National Estimates

1. Problem.

How can O/NE maintain a desired balance on its Staff between "old hands" and "new blood" in the face of present difficulties of: (1) identifying competent candidates now in other offices of CIA; (2) notifying them of our needs; and (3) getting them transferred assuming a mutual interest to effect the transfer.

2. Facts Bearing on the Problem.

a. When O/NE was organized some twenty one months ago, its entire staff was recruited from within CIA. This carried into a new organization considerable experience in writing estimates.

b. Since then O/NE has systematically released some of its Staff personnel for various reasons, e.g., need of individuals for duty abroad, need of other CIA offices for some of our personnel, or "incompatibility." We have also systematically brought in personnel from outside of CIA, partially because we have felt that new blood would help and partially because the requirements of other offices did not permit them to release people we wanted.

c. At present O/NE has a professional Staff of twenty three intelligence officers, of which nine are new acquisitions, to cover all problems. Only two of these nine came from within CIA.

d. We feel we have achieved an optimum balance between "old hands" and "new blood."

CONFIDENTIAL

25X1

CONFIDENTIAL

25X1

- 2 -

3. Conclusions:

a. In view of its responsibilities and its relatively modest requirements (number-wise), O/NE ought to have some priority in the assignment to it of competent intelligence officers from within the Agency.

b. To be effective, this priority must be recognized and be accepted as valid by other offices in CIA.

4. Recommendation:

That the problem be discussed at the next meeting of the IADs.

SHERMAN KENT  
Assistant Director  
National Estimates

CONFIDENTIAL

25X1